

SECRET

Approved For Release 2000/05/12 : CIA-RDP79-01590A000100060001-9

12 April 1977

MEMORANDUM FOR: Director of Training
VIA: Chief, Intelligence Institute
25X1A FROM: [REDACTED]
Course Chairman
SUBJECT: End-of-Course Report--Introduction to CIA
Number 6, 21 March - 1 April 1977

1. The curriculum of this running again reflects the primary functions conducted within the Agency (see attached schedule). This "functional" approach to the Agency's missions and functions provided the class members with a very effective platform from which they could view a complex organization.

2. Class Evaluations. With regard to the class members' appraisal of how well the course met its stated objectives, they assigned an overall rating of 6.1, based on a scale of 1 (slight) to 7 (highly satisfactory). This response, together with the class' written and oral comments as well as the course chairman's observations, indicates that the course continues to satisfy its objectives.

25X1A 3. Most elements of the course were very well received; subjects or topics rated "most useful" by many of the participants included presentations of Introduction to Operations, Covert Action in Perspective, and the tour of the Office of Imagery Analysis. The class appreciated all activities, including the selection of films, videotapes, and the required reading.

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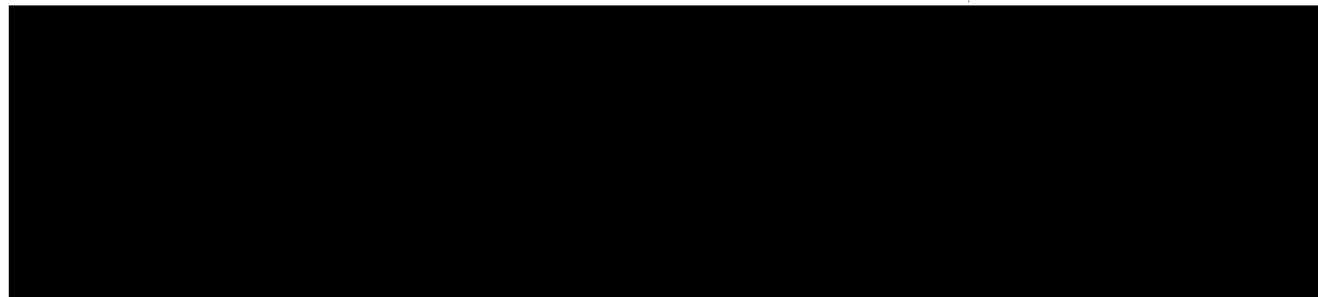
SECRET

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when enclosure is detached.

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SUBJECT: End-of-Course Report--Introduction to CIA
Number 6, 21 March - 1 April 1977

25X1A



5. The evening session was again highly successful and was attended by a substantial number of spouses. A comprehensive, unclassified presentation on the CIA and the Intelligence Community was given by [REDACTED]. Everyone attending the session appeared to appreciate it, and many of the overt employees said that they now have a better understanding of what they can say at social functions and to their friends about the Agency and their job.

25X1A

6. The "End-of Course Data" sheet (see Attachment 3) reflects the relevant class and course statistics for this running.

7. The degree of member participation and questioning was consistently high throughout this running, with members asking critical and relevant questions. They demonstrated a seasoned maturity that one would expect of more senior employees who have had time to identify the more salient issues in the Agency.

8. A review of the class and staff appraisals of the six runnings of the Introduction to CIA indicates that no major structural changes are needed at the present time. It remains apparent that the stated course objectives are responsive to the needs of the new employees and that the course is effectively meeting those objectives. However, the staff will continue to monitor and analyze the curriculum against the needs of the new employee in order to maintain the high standards of the course. The staff continually welcomes and encourages suggestions from all OTR personnel.

25X1A



Attachments:

- 1 - Course Schedule
- 2 - Class Roster
- 3 - End-of-Course Data
- 4 - Evaluations

INTRODUCTION TO CIA

Course #6

21 March to 1 April 1977

Room 902

Chamber of Commerce Building

Telephone Number: X2452

INTELLIGENCE INSTITUTE
OFFICE OF TRAINING

Staff

25X1A



Chairman
Training Assistant

INTRODUCTION TO CIA

Course Objectives

A member of the Introduction to CIA Course is expected to:

1. Gain a basic understanding of CIA, its organization and functions, as well as its relationship to the Intelligence Community; and
2. Acquire an understanding of the fundamentals of the intelligence process.

INTRODUCTION TO CIA

Monday, 21 March 1977

0900-0945 Introduction to the Course

[REDACTED]
Intelligence Institute,
Office of Training,
Administration Directorate

25X1A

The Staff will discuss the objectives and the structure of the course and outline administrative procedures which will include a short film.

0945-1000 Class Introductions

Class and Staff

An important element of this course is the opportunity for all participants to share past experiences. We hope that many of you will call on the friends and contacts made over the next two weeks in carrying out your future responsibilities.

1000-1015 Security Clearance Briefing

[REDACTED]
Security Officer,
Office of Training

25X1A

The representative of the Office of Security currently detailed to the Office of Training will briefly explain the special clearances that participants have received for the duration of this course.

1030-1130 Missions and Functions of CIA

25X1A

* The course begins with a broad overview of the intelligence process. [REDACTED] will survey the overt and covert means of collection, and the collation and analysis of this raw data. He will then describe the various types of production, including political, biographic, economic, military, scientific, and technical. Later in the course, these elements will be discussed in greater detail.

1130-1300 LUNCH

1300-1400 Small Discussion Groups: What do I want to know about the CIA?

The class will meet in small groups to share the images of the CIA that they brought into the Agency, and the questions they would like to have addressed in this course about the structure, missions, and administration of the Agency.

* 1110

*Videotape?
Adm. Turner's Swearing-In
Ceremony*

1

Monday, 21 March 1977 (continued)

1415-1515 Reporting Session Class and Staff

The class will exchange information surfaced during the preceding small group meetings. The Staff will record your questions and special concerns and alert guest speakers to your particular interests.

1530-1630 Training Agency Personnel [REDACTED] 25X1A
Deputy Director of
Training

One of the major concerns of new employees is to learn what kinds of training are available to Agency officers. [REDACTED] will describe new training requirements and what is being done to meet them. He encourages your personal questions about specific courses. 25X1A

Tuesday, 22 March 1977

THE AGENCY AND ITS EMPLOYEES

In this section of the course, we will focus on you as employees and discuss your responsibilities to the Agency. We will also discuss assistance and services available to you as employees. The role of training will be discussed as will personnel, Equal Employment Opportunity, and security matters. The Agency's medical programs will also be outlined.

0830-0930 Reading Period

This is the first of six scheduled periods for individual reading--not enough time for you to digest every article in your notebook. We have listed in the schedule the publications that would be most beneficial to you and hope that you will take the time to at least scan the remaining literature. If you need extra time, please feel free to come in early in the morning, stay after the afternoon presentations, or even to drop in during the weekend.

1. Study Guide - The Organization of CIA (SECRET) (Tab A)
2. Progress and New Directions in Personnel Management (ADMINISTRATIVE - INTERNAL USE ONLY) (Tab A)
3. Study Guide - The United States Intelligence Community (SECRET) (Tab A)
4. The National Security System (SECRET) (All Tab B)
5. Study Guide - Selected Terms and Abbreviations (CONFIDENTIAL) (Tab A)

0930-1030

Personnel Management


Personnel Officer
Office of Training

25X1A

25X1A

Personnel people serve your career needs from the time you enter on duty until your retirement. A representative of the Office of Personnel on rotation to CTR, will comment on current trends in the Agency's approach to personnel management, including recent changes in the career service structure and the impact of "management by objectives" on personnel administration.

S-E-C-R-E-T

Tuesday, 22 March 1977 (continued)

1045-1145	Equal Employment Opportunity	[REDACTED]	25X1A
		Deputy Director Office of Equal Employment Opportunity	

The Director of Central Intelligence is firmly committed to achieving equal employment for all CIA employees. During this session, our speaker will discuss CIA's program for assuring equal employment opportunity, and the progress to date toward raising the level of minority employment. In addition, the complaint system for those who feel they have been discriminated against because of race, color, religion, sex, age, or national origin, will be explained.

1145-1300 LUNCH (and optional videotape: The Weather Machine, Part I)

This 1974 production by the Public Broadcasting Service examines weather phenomena, such as hurricanes, thunderstorms, cloud formations, tornados, and the impact of ocean currents and tides on climate. It also reviews ongoing research programs, including a Greenland laboratory study of ice as an indicator of historical weather changes, World Weather Watch, and the use of weather balloons and computers in weather forecasting.

1300-1415	Office of Security	[REDACTED]	25X1A
		Deputy Director for Policy and Management, Administration Directorate	

Our speaker will present a broad overview of the missions and functions of the Office of Security, touching on new development and current trends in all branches of security--personnel, technical, and physical. He will examine new challenges and the changing nature of the security threat that faces the Agency today.

1430-1545	Office of Medical Services	[REDACTED]	25X1A
		Clinical Division	
		[REDACTED]	25X1A
		Psychiatric Division	
		[REDACTED]	25X1A
		Psychological Services Staff, Office of Medical Services, Administration Directorate	

In an organization such as ours, the physical and mental health of its employees is of paramount importance. Our panel will describe how the Agency's Office of Medical Services provides world-wide support to its human resources.

S-E-C-R-E-T

Wednesday, 23 March 1977

0830-0930 Readings

1. United States Foreign Intelligence Activities, Executive Order 11905, 19 February 1976 (Tab A)
2. Guiding Principles of the Intelligence Community, 13 May 1976 (Tab A)
3. DCID No. 1/8. The National Foreign Intelligence Board, 6 May 1976 (Tab A)
4. List and Summary of National Security Council Intelligence Directives (SECRET) (Tab A)
5. DCI Committees (CONFIDENTIAL) (Tab A)

AGENCY MANAGEMENT CONCERNS

The problems confronting the Agency's senior management have changed dramatically during the last several years. Today we will focus on selected issues that have had a major impact on CIA's methods of operations. The topics include CIA and the media, the Freedom of Information and Privacy Acts, Congressional oversight of Agency operations, the role of the Inspector General, and legal considerations affecting the Agency's operations.

0930-1030 CIA and the Media

████████████████████
Office of the Assistant
to the Director

25X1A

The problem of the Agency's image as reflected in the press is of continuing concern. Our speaker will discuss various aspects of this problem and how the Agency deals with it.

1045-1200 Freedom of Information and
Privacy Acts

████████████████████
Chief, Information
and Privacy Staff,
Administration Directorate

25X1A

The Freedom of Information Act and the more recent Privacy Act have already had considerable impact on the working methods and procedures of government agencies, including the CIA. Our speaker will examine the purposes and requirements of the Acts and will explore some of the problems they raise for management and personnel in the future.

SECRET

Wednesday, 23 March 1977 (continued)

1200-1315 LUNCH (and optional videotape: Weather Machine, Part II)

The concluding segment discusses ice ages (are we due for another?), glaciers, the affect of urbanization on the weather, and the use of tree rings and ocean beds in weather research.

1315-1415 CIA and Congress

████████████████████
Assistant Legislative
Counsel, Office of
Legislative Counsel

25X1A

What is the current status of our congressional relations? What are our responsibilities to the special committees that oversee the Agency? How has Congress' view of the Agency and use of the Agency changed over the past several years? What will this relationship look like in the future? Our speaker will discuss these questions and others pertinent to this timely topic.

1430-1545 Providing Cover for Agency
Personnel

████████████████████
Chief, Central Cover
Staff, Operations
Directorate

25X1A

What is the meaning and rational of cover and how do we maintain cover? Our speaker will address these questions and discuss ways in which you can overcome cover problems. Present conditions and future trends for cover will also be outlined.

Thursday, 24 March 1977

0830-0930 Readings

1. Key Intelligence Questions for 1977
(SECRET, NOFORN DISSEM) (Tab C)
2. Perspectives for Intelligence 1976-1981
(SECRET, NOFORN DISSEM) (TAB C)
3. U.S. Foreign Intelligence Priorities for 1976-1980
(SECRET) (Tab D)
4. Agency Objectives for 1977 and 1978
(SECRET) (Tab C)
5. Is Espionage Necessary for our Security? [REDACTED]
(Tab B) (Optional)

25X1A

0930-1045 CIA in Court

[REDACTED]
Office of General
Counsel

25X1A

The speaker will discuss the issues and problems created by the recent investigations of the Agency and changing political attitudes about intelligence and foreign affairs. The changing legal climate as well as new legislation impacting on the Agency will also be discussed.

1100-1200 The Office of Inspector General

[REDACTED]
Inspector, Office of
Inspector General

25X1A

The Inspector General is charged with overseeing Agency activities as directed by the DCI, investigating employee grievances and supervising audits of expended funds. The speaker will discuss the function of his expanding office in reviewing these activities in response to the recommendations of the Rockefeller Commission and in investigating employee grievances. He will describe some types of problems and situations which arise and require remedial action by top management.

1200-1315 LUNCH (and optional film: Time of The Jackals)

This is a film about the terrorist kidnapping of OPEC Nations representatives to the 1975 Conference. This is an excellent film about Carlos and the psychology of terrorism.

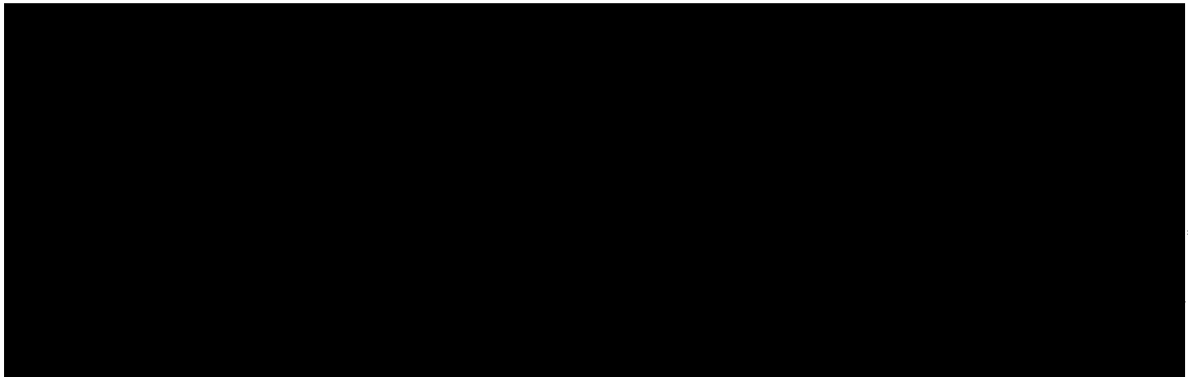
Thursday, 24 March 1977 (continued)

THE INTELLIGENCE CYCLE

COLLECTION OF INTELLIGENCE

Intelligence collection rests at the base of the intelligence process where most of the money and manpower is expended. We begin with the area of human collection (to include both overt and clandestine collection) for which the Agency has a unique responsibility. We will then look at technical collection systems today and how they impact on us all as intelligence officers.

THE OVERT COLLECTION OF INTELLIGENCE



STATSPEC

25X1A

Friday, 25 March 1977

CLANDESTINE COLLECTION OF INTELLIGENCE

0845-0915 "The DDO Story" [REDACTED]

25X1A

This will be a visual presentation on the history of espionage, emphasizing that the genesis of today's clandestine service is the Office of Strategic Services [REDACTED]

25X1A

0915-1045 Introduction to Operations [REDACTED]

25X1A

Deputy for Operations
Training, Office of
Training

The use of agents to collect intelligence will be discussed as a mode of collection uniquely geared to obtaining information on the secret intentions of foreign governmental leaders. Concepts of foreign intelligence collection and covert action will be reviewed in the perspective of changing requirements of U.S. foreign policy and shifts in intelligence needs. Responsiveness to policy and the mechanisms for policy control will be stressed. The speaker will review priority tasks and new targets and directions of collection.

1100-1200 The Soviet Target:
Operational Priority

25X1A

[REDACTED]
Soviet and East
European Division,
Operations Directorate

A representative of the Soviet and East European Division of the Operations Directorate will discuss priority efforts in the Operations Directorate against the Soviet target. He will describe the work and life of the typical Soviet official abroad and how these influence our efforts against them.

1200-1315 LUNCH (and optional film: "The Kremlin")

25X1A

1315-1415 China: A Major
Intelligence Target

[REDACTED]
East Asia Division,
Operations Directorate

Our speaker will describe the collective activities against the People's Republic of China. He will cover the status of China as an intelligence target, analyze the impact of more recent international events on collection

25X1C

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Monday, 28 March 1977

0830-0900 Mid-Course Review and Class and Staff
 Evaluation

The staff is interested in your views regarding the first week--what segments were most useful to you, and what are your recommendations for improvement.

0900-1030 Office of Technical Service [REDACTED] 25X1A
 Office of Technical
 Service, Science and
 Technology Directorate

The Office of Technical Service primarily provides technical support to operations of the Operations Directorate. You will have an overview of these activities and learn of the kinds of equipment and support which the Office can supply.

TECHNICAL COLLECTION OF INTELLIGENCE

1045-1145 Film: "A Point in Time"

This CIA-produced film traces the development of today's overhead reconnaissance systems.

1145-1230 LUNCH

1230 Bus leaves from Chamber of Commerce Building to
 [REDACTED] (meet at rear of Building)

1300-1600 The Office of Imagery Analysis [REDACTED] 25X1A
 Chief, Technical Systems
 Division, Office of
 Imagery Analysis,
 Intelligence Directorate

The contribution to intelligence of aerial photography and other imagery will be the subject of this lecture. The speaker will explain the way in which the tasks of imagery exploitation have been allocated within the Intelligence Community and the distinct functions of the Office of Imagery Analysis (OIA) and the National Photographic Interpretation Center (NPIC). Vu-graphs will be used to demonstrate the arts of the photo interpreter and his contribution to analysis as well as to collection.

1600 Bus to Chamber of Commerce Building

Tuesday, 29 March 1977

0830-0915 Reading

1. The CIA Operations Center (CONFIDENTIAL) (Tab D)

0915-0930 Film: A New Imagery Collection System

This is an animated film depicting a new, near-real-time electro-optical collection system.

0945-1100 ELINT

Office of SIGINT
Operations, Science
and Technology
Directorate

25X1A

25X1D

1115-1215 Characteristics of
Intelligence Sources

Executive Officer,
Requirements and
Evaluation Staff,
Office of Comptroller

25X1A

25X1A

will review with the students the three major categories of intelligence collection, discuss the merits and disadvantages of each, and make some tentative assessments on their relative usefulness in the finished intelligence product.

1215-1330 LUNCH (optional videotape: "Will There be an England?")

THE PRODUCTION AND PROCESSING OF INTELLIGENCE

The final step in the intelligence cycle is the production of finished intelligence. We will also discuss the processing of information throughout the Agency. During this portion of the course, we consider five types of finished intelligence--current, research, biographic, economic, and strategic weapons.

Tuesday, 29 March 1977 (continued)

1330-1430 Current Reporting of
Intelligence

[REDACTED]
Office of Training

25X1A

Current intelligence is that intelligence of all types and forms that is of immediate interest to policy and decision makers. The speaker will discuss CIA's role in producing national current intelligence, with special emphasis on the production and presentation methods presently in use.

Evening Session

Room 902, Chamber of Commerce Building

1800-1930

[REDACTED]
Briefing Officer,
Office of Training

25X1A

All class members are invited to attend this informal session, and the married participants are encouraged to bring their husbands or wives. We will have an unclassified discussion of CIA's missions and functions, and share our personal experiences with the Agency.

Wednesday, 30 March 1977

Meet at Headquarters Building, Room 1A07

0830-1000

The Nature and Problems of
Intelligence Research

[REDACTED]
Office of Strategic
Research, Intelligence
Directorate

25X1A

25X1A

[REDACTED] will describe the environment of the research process, and discuss the dynamics of resolving various intelligence problems. He will also describe the character of the research as it evolves throughout the development of a program. Examples will be drawn from case studies.

1015-1200

The Office of Central
Reference

[REDACTED]
Deputy Director,
Office of Central
Reference, Intelligence
Directorate

25X1A

The Office of Central Reference (OCR) has a dual function: it is a principal source of support to collectors and analysts, and it also produces finished biographic intelligence. In outlining the office's interesting and varied functions, [REDACTED] explains ways that OCR can be of service to you. In addition, we will divide into two groups and tour the CIA Library, the Document Library, and the Terminal Access Point (TAP) Room.

25X1A

1200-1315 LUNCH -- Videotape: *Adm. Turner Interview on "Face the Nation", 20 March 1977*

1315-1415

Economic Intelligence

[REDACTED]
Special Assistant,
Office of Economic
Research, Intelligence
Directorate

25X1A

Our speaker will describe how the policy makers' interest in economic intelligence has shifted and how the Office of Economic Research has met the new and increasing demands for analysis of economic developments abroad. He will describe his Office's direct support to senior Government officials, as well as changes in the requirements for the collection of economic data.

25X1A

1430-1600

CIA Operations Center

[REDACTED] *Senior Duty Officer*
~~Deputy Chief,~~
CIA Operations Center

The Agency's 24-hour control center alerts Agency officials to critical events and is CIA's after-hours contact point to the Intelligence Community and the White House. After a discussion of the center's functions and operations, the class will divide into small groups for a tour of the Center.

Thursday, 31 March 1977

0830-0900 Readings

1. Text of Lecture on Evaluating the Intelligence Successes and Failures, [REDACTED], April 1976 (SECRET) (Tab D)
2. CIA Intelligence Support for Foreign and National Security Policy Making. Center for the Study of Intelligence, January 1976 (SECRET) (Tab D) (Optional)

25X1A

0930-1030 Weapons Intelligence

25X1A

[REDACTED]
Office of Weapons
Intelligence,
Intelligence Directorate

The importance of scientific and technical analysis will be illustrated by a close look at the work performed in the Office of Weapons Intelligence (OWI). Our speaker will focus on how raw data on the weapons systems of the USSR and the PRC are interpreted and analyzed. As a producer of finished intelligence, OWI's relationships with other producing components in CIA and in the Intelligence Community will be described.

SUPPORT TO INTELLIGENCE

Intelligence collection, processing, and production require a variety of support mechanisms. During the next day, you will hear about some of these activities.

1045-1145 Computer Support to Agency
Activities

[REDACTED] *Executive Officer*
~~Deputy Director for~~ Applications, Office
of Data Processing,
Administration Directorate

25X1A

The computer has far-reaching applications as an information processor, as an analytical tool, and as an aid to managers and management. [REDACTED] will acquaint you with current and projected uses of computer systems in the Agency and describe the role and responsibilities of his office. He will also describe some existing programs and how the Office of Data Processing can be helpful to you as a potential user of computers.

25X1A

1145-1300 LUNCH (and optional film: "Printing for Intelligence")

An inside look at CIA's own printing facility, this film shows the process of turning raw copy into finished publications.

Thursday, 31 March 1977 (continued)

1300-1415 Logistical Support of
Agency Activities

[REDACTED] 25X1A
Executive Officer,
Office of Logistics,
Administration Directorate

The speaker will address the Office of Logistics' role in support of Agency operational activities with emphasis on specific recent projects. Additionally, the changing image of Logistics will be discussed with respect to current trends such as decline of overseas positions, increased automation, and increasing impact of other Federal regulatory agencies.

1430-1545 The Agency's Communications

[REDACTED] 25X1A
Deputy Director of Communications,
Administration Directorate

Communications are a vital link in all activities of the Agency, both at Headquarters and overseas. Our speaker will describe the various forms of communications handled by his office, the types of equipment employed, and the outlook for the future in terms of advancing technology.

Friday, 1 April 1977

Now that you have an appreciation for the issues and problems which face CIA today, and an understanding of the Agency's missions and functions, we will explore CIA's role in the Intelligence Community.

0830-0930 Readings

1. National Intelligence Office Listings (SECRET) (Tab D)
2. Guidelines for National Intelligence Production, 4 June 1976, (CONFIDENTIAL) (Tab D)
3. President's Foreign Intelligence Advisory Board (Tab A)
4. Goals and Objectives of the Director of Central Intelligence for Fiscal Year 1977 (TOP SECRET, NOFORN DISSEM) (Tab D)

0930-1030 The National Intelligence
Officer

Executive Assistant
for National
Intelligence

25X1A

The National Intelligence Officers (NIOs), charged with responsibility for specific geographic or functional areas, are one of the tools used by the Director to coordinate the work of the Intelligence Community. Our speaker will explain how an NIO works as a personal representative of the DCI to establish informal contacts across Agency and departmental lines and to provide coordinated responses to the requirements of policy makers. She will also speculate on the future of the NIO system.

1045-1215 The Intelligence Community

Executive Staff,
Intelligence Community
Staff

25X1A

This presentation of the Intelligence Community will focus on the different members of the Community and their interaction and cooperation. Our speaker will also discuss how the Intelligence Community is managed and the responsibilities of the Director of Central Intelligence.

1215-1330 LUNCH *Videotape: DCI's Address to Agency
Employees, 28 March 1977*

1330-1430 Written Evaluation and Final Administrative Matters

25X1A

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6.14
CUCAN

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INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DDI / OSI

Directorate

Time in Agency:
Less than 6 months
6 months-2 years
Over 2 years

✓

You will recall there are two basic objectives of the Course.
Now that you have completed the Course, you should have:

- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight							Highly Satisfactory	
1	2	3	4	5	6	7		
/	/	/	/	/	X	/		

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

OCR pitch
Evening Session pitch
OSO presentation

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ADMINISTRATIVE - INTERNAL USE ONLY

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

Small Discussion Grp. - Good concept & objection, the topics suggested for discussion may have required a broader data base by participants than existed.

GEO Talk -

Characteristics of Intelligence Sources - Too abstract - may be more beneficial later in Agency career

4. Please identify any topics that were excluded from the Course that would have been useful to you:

enumeration and description of the location & function of Facilities, i.e. where are
STATINTL [redacted] Key, [redacted] etc. and what goes on where??
STATINTL

5. Additional Comments:

Since several students are new to D.C. area, it may be worth considering a brief section on topics to help orient the new arrivals.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

X

DDI/OSI

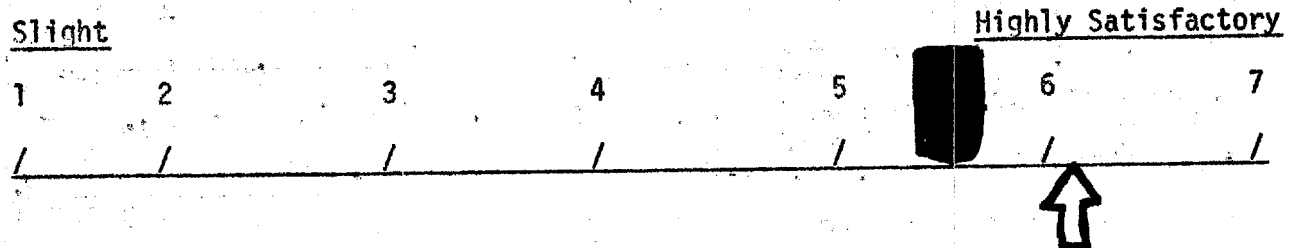
Directorate

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Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:



2. Identify at least three items (general subjects or specific topics) that were the most useful to you

- Evening Session with [redacted] - answered a lot of ques.
- Covert Action Perspective - however talk suffered from some problems.
- NID Talk
- Enjoyed most the Operations talks.

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

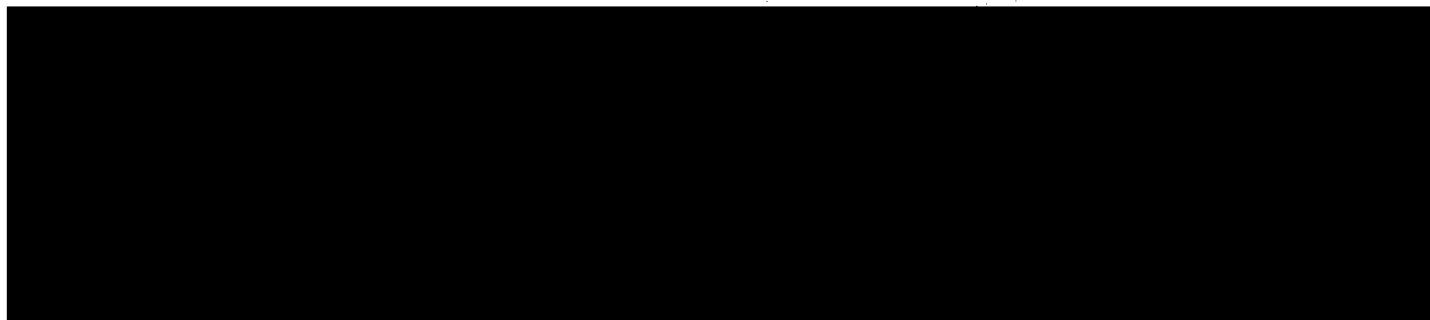
- Equal Employment Opportunity - should be reduced to 1/2 hour
- Office of Inspector General - " " " " "
- Characteristics of Intelligence Sources - should be eliminate entirely.
- Current Reporting of Intelligence -

4. Please identify any topics that were excluded from the Course that would have been useful to you:

- Department of Security should present definitive, concrete rules for new employees about how to handle CIA overt employee's statements with regard to where they work, etc. In this course the speaker didn't address this; also these comments from Security should be coordinated with EOD talks. Specific examples would help.
- FYI: OGC provides a "smash-up" tour - Very interesting

5. Additional Comments:

- Absolutely the most outstanding speaker was [REDACTED] its a shame that his talk wasn't taped instead of the ones who were.



- Do not have these ^{speakers back} ~~talks~~ (in my opinion): [REDACTED]

- [REDACTED] talk suffered from his personal vendetta against NSA.
- Although ONLY talk was confined to one division of the Office; nevertheless, it was good example of their work. Perhaps this approach is better than wiring diagram approach.

STATINTL

1. [REDACTED] got his statistics in without boring us - a very good approach. Perhaps suggest to other speakers

- EEO & OGI should be combined into 1 hour session talks dragged.

- The OGC speaker did a good job with what could have been a boring subject; however talk should have been shortened. Examples were good

and "war stories"
- Specific Examples - even if they comprised the entire talk were most effective for conveying "favor" of particular speaker's work.

- One DCD type would have been enough. - They should have provided examples.

- Same remarks for OMS. [REDACTED] STATINTL
[REDACTED] could have covered all aspects. He was good speaker.

- The Covert Action talk should be retained; however, too many administrative details made talk somewhat boring. He could have used

one example and shown administrative details as side light in such actions. Also more specific coverage of many examples would have been good.

- More discussion groups between speakers, to assess what we have learned and provide more questions would have been helpful. Also these could have provided more opportunities to learn others views.
- Films were good.
- Enough cannot be said about [REDACTED]. His background was impressive and helped understanding how the Agency has evolved. STATINTL
- You have done a great job with the course. Practically, all of the speakers were good and addressed relevant topics. This was a worthwhile learning experience and provided a very good perspective to my work, and my position in the organization. I think the length was just about right. Great Job!

INTRODUCTION TO CIA

Evaluation Form

STATINTL



Time in Agency:
Less than 6 months X
6 months-2 years _____
Over 2 years _____

DDST/REG.
Directorate

You will recall there are two basic objectives of the Course.
Now that you have completed the Course, you should have:

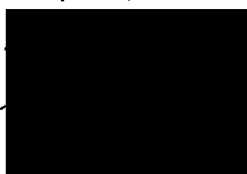
- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>		
1	2	3	4	5	6	7	
/	/	/	/	/	/	<u>X</u>	

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:



presentation on Security.
on Hist.
on CIA in Court.

STATINTL

ILLEGIB

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Approved For Release 2000/05/12 : CIA-RDP79-01590A000100060001-9

INTRODUCTION TO CIA

Evaluation Form

STATINTL



Time in Agency:
Less than 6 months _____
6 months-2 years _____
Over 2 years ✓

AUDIT STAFF / IG
Directorate

You will recall there are two basic objectives of the Course.
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1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>						<u>Highly Satisfactory</u>	
1	2	3	4	5		6	7
/	/	/	/	/		/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

1. INTRODUCTION TO OPERATIONS
2. EQUAL EMPLOYMENT OPPORTUNITY
3. CIA AND THE MEDIA
4. FREEDOM OF INFORMATION
5. THE SOVIET TARGET
6. TOUR OF OIA (EXCELLENT)

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

ALL OF THE TOPICS DISCUSSED WERE
USEFUL TO ME IN ONE DEGREE
OR ANOTHER

4. Please identify any topics that were excluded from the Course that would have been useful to you:

I CANNOT IDENTIFY ANY TOPICS THAT
WERE EXCLUDED FROM THE COURSE
WHICH I FELT SHOULD HAVE BEEN
INCLUDED IN THIS PARTICULAR CLASS.

5. Additional Comments:

THE COURSE SURPASSED MY
EXPECTATIONS. GENERALLY SPEAKING
THE SPEAKERS WERE GOOD. SOME
MADE GOOD USE OF GRAPHIC
ILLUSTRATIONS, SUBSEQUENTLY THEIR
PRESENTATION WAS MORE STIMULATING
I HAVE CONCLUDED THAT THE COURSE
ADEQUATELY SERVES ITS PURPOSE OF
PROVIDING AN OVERALL PICTURE OF
THE AGENCY'S FUNCTIONS AND GOALS

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DDST
Directorate

Time in Agency:
Less than 6 months ✓
6 months-2 years _____
Over 2 years _____

You will recall there are two basic objectives of the Course.
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- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>		
1	2	3	4	5	6	7	
/	/	/	/	/	<u>6</u>	<u>7</u>	

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

- STATINTL
- ① "The DDO Story" was very informative and [redacted] displayed a great deal of knowledge and insight into DDO operations. He also was a good deal more compassionate than one would expect.
 - ② In general the whole area of clandestine collection of intelligence was of great interest. For obvious reasons it was an area about which I knew very little of the operations of this organization.
 - ③ The Intelligence Community was an excellent overview of where all the intelligence activities & come together.
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3. Identify at least three items (general subjects or specific topics) that were least useful to you:

1. Equal Opportunity
2. US Office of Central Reference
3. Providing Cover for the Intelligence Community

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

I was very impressed with the structure and content of the course. The organization was logical and progressed in a manner which benefited the employee. The vast majority of the speakers were impressive in both the subject knowledge and in the manner of presentation.

INTRODUCTION TO CIA

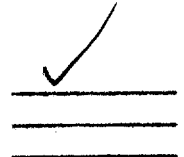
Evaluation Form

STATINTL

Name

DDI/OSR
Directorate

Time in Agency:
Less than 6 months
6 months-2 years
Over 2 years



You will recall there are two basic objectives of the Course. Now that you have completed the Course, you should have:

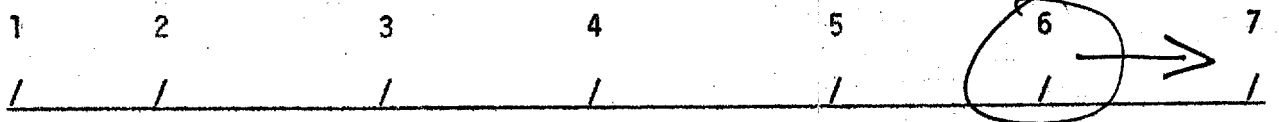
- Gained a basic understanding of CIA, its organization and functions as well as its relationship to the Intelligence Community.
- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory



2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

STATINTL

DDO - [redacted] did a superb job, and others were also quite good on DDO functions.
Logistics
NPIC
OWI - was a nice change since he described a typical output of his office and not the structure or inner workings

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

- ① Office of Medical Services
- ② "Characteristics of Intelligence Sources" briefing on topic of importance but didn't come off well.
- ③ Covert Action briefing concerned too much with their coordination process. I don't think we needed

4. Please identify any topics that were excluded from the Course that would have been useful to you:

In the research area I feel that I would have enjoyed a briefing that outlined and sampled some of their products and not so much one man's research philosophy. (Although his message

5. Additional Comments: was good!)

In general the course was well done and of much interest.

→ that much convincing that they are making many people looking over their shoulders and that they are playing by the rules.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DDS+T

Directorate

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

☒

You will recall there are two basic objectives of the Course. Now that you have completed the Course, you should have:

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- Acquired an understanding of the fundamentals of the intelligence process.

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1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

(interesting)

I found the Talks on the CIA & the Media, Freedom of Information & Privacy Acts, all the discussions on Clandestine Collection of intelligence, Economic Intelligence and the tour by the operations center to be the most interesting of the discussions.

STATSPEC

STATSPEC

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

- ① Talk from the Office of Medical Services
- ② Evening Session by [REDACTED] could have been more useful had he been more specific on the needs + concerns of CIA employees concerning their social life
- ③ Talk on the Agency's Communications

STATINTL

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

It would have been encouraging to have at least one female speaker during the two week period. One wonders just what hope there is for the future where women are concerned - or what role have they played in the Agency in the past? Are there no women in the "upper crust" of intelligence?!

I realize the time limitations of the course but a tour of the photo Lab, graphic arts + print shops, A look at the various machines used to aid the P.I.'s would have been interesting. (Purely an NPIC'er's views!!)

How about changing the title of the course to Everything you always wanted to know about the CIA + but were afraid to ask?!!

INTRODUCTION TO CIA

Evaluation Form

STATINTL


Name

Time in Agency:
Less than 6 months _____
6 months-2 years _____
Over 2 years ☒

DDO
Directorate

You will recall there are two basic objectives of the Course.
Now that you have completed the Course, you should have:

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Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	X /

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

1. ODP ~~presentation~~ (though presentation itself was not too interesting)
2. Communications ~~presentation~~ " "
3. NPIC tour

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

*NIO presentation (not as useful
as it might have been)*

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

*I enjoyed the course and thought
it was very valuable. I also
enjoyed the films, except for the
one on the printing facility which
wasn't very interesting*

INTRODUCTION TO CIA

Evaluation Form

Name _____

DDA
Directorate

Time in Agency:
Less than 6 months
6 months-2 years
Over 2 years

X

You will recall there are two basic objectives of the Course. Now that you have completed the Course, you should have:

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- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	(7)
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

- 1) ~~Explanation of Operations, how agency recruits agents, collects intelligence assets, & logistical support of Agency Activities~~ *Coverly*
- 2) *Branding Cover for Agency Personnel*
- 3) *Training Agency Personnel, Courses available,*

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

- 1) Characteristics of Intelligence Source.
- 2) Function of IS Staff
- 3) Source Collection

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

Speakers from OGC on FOIA & Privacy act very good.
Interesting Subjects.

Speaker from Office of Logistics and AID were excellent.
Overall the course cleared up my misconceptions of how intelligence is collected, especially covertly. Gave me a better understanding of the Agency's role in the Intelligence Community, and revealed to me just how big the Intelligence Community is. My previous impression of those organizations contributing to the production of intelligence was that of only the CIA & NSA.

This course has also given to me a basic understanding of how the CIA functions as a whole and a foundation upon which to build in the future or my own ^{an opportunity} ~~to build relationships with the members of the class~~
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INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DOA
Directorate

Time in Agency:
Less than 6 months _____
6 months-2 years ✓
Over 2 years _____

You will recall there are two basic objectives of the Course.
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- Acquired an understanding of the fundamentals of the intelligence process.

Any comments you make--especially constructive suggestions for improvement--will be valuable to us in designing or streamlining the next course. (Do not feel confined to these specific questions; if you wish to discuss any relevant topic, please feel free.)

1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>		
1	2	3	4	5	6	7	
1	1	1	1	1	✓	1	

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

1. CIA and Congress
2. CIA in Court
3. Freedom of Information & Privacy Act
4. Current history in perspective
5. "DOO Story" -

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

1. Unreliable intelligence - (Good Presentation but not of my field of comprehension)
2. E.E.O.
- 3.

4. Please identify any topics that were excluded from the Course that would have been useful to you:

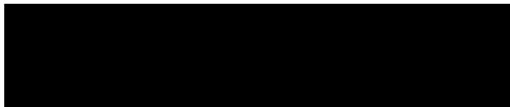
5. Additional Comments:

A very well organized presentation of subjects —

INTRODUCTION TO CIA

Evaluation Form

STATINTL



Time in Agency:
Less than 6 months ☒
6 months-2 years ☐
Over 2 years ☐

DDA/OF
Directorate

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<u>Slight</u>						<u>Highly Satisfactory</u>
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

DDO Functions + Characteristics
LOGISTICS
Computer Support
Cover for Agency Personnel

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

EEO } These areas were covered in some
OMS } detail during our EOD Orientation program.

4. Please identify any topics that were excluded from the Course that would have been useful to you:

I have not been with the Agency long enough to know what all the aspects are which would be applicable to my career.

5. Additional Comments:

I found this course to be quite informative of all the various divisions represented. This exposure to component would not otherwise have been available to me.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

DCI
Directorate

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1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

Intro. to Operations
China
Personnel Management

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

Equal Employment Opportunity
Characteristics of Intelligence Sources
Computer Support to Agency Activities

4. Please identify any topics that were excluded from the Course that would have been useful to you:

I believe that the Agency's activities were well covered given the time limitations.

5. Additional Comments:

I like the functional approach -
fewer graphs + slides if possible

INTRODUCTION TO CIA

Evaluation Form

STATINTL

[Redacted Name]

Name

Time in Agency:
Less than 6 months _____
6 months-2 years _____
Over 2 years 2 1/2

DD S+T OT S/ATG
Directorate

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<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

Security Clearance Briefing

CIA and the Media

Covert Action in Perspective

The Office of Imagery Analysis

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3. Identify at least three items (general subjects or specific topics) that were least useful to you:

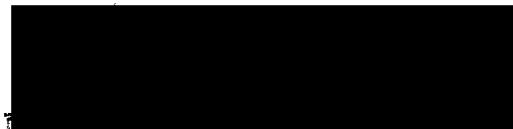
4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

INTRODUCTION TO CIA

Evaluation Form

STATINTL



Name

Time in Agency:
Less than 6 months
6 months-2 years
Over 2 years

X

DDI
Directorate

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<u>Slight</u>				<u>Highly Satisfactory</u>		
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

The DDO Story
Introduction to Operations



STATSPEC

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

OTS

Characteristics of Intell Sources

OCR

4. Please identify any topics that were excluded from the Course that would have been useful to you:

Interrelationships between DDI, DDO, & DDSAT?

Why there are not more (e.g. breakdown of unnecessary compartmentation)? In-depth discussion of internals of the Directorate, i.e. OSI vs. ONI — ODE vs. OEL, etc.

5. Additional Comments: Meaningful discussion and analysis of personnel movements between Directorates, i.e. how are they really accomplished.

The course should be condensed as follows:

Lectures cut down to 50 min. — shorter coffee breaks — shorter lunch hours — use a full day — 0830 to 1630 — For material requiring more than 50 min — two 50 min. segments. Shorten presentations such as Intro, Security Missions & Functions, Training, Personnel, EEC, OMS, OCR, etc — all

of the course — More Discussion Groups — Less reading time

Have required outside reading at home or after hours. Discussion Groups should be mixed & on topics recently lectured. Course could be one very full week.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name 

Time in Agency:
Less than 6 months X
6 months-2 years _____
Over 2 years _____

DDST
Directorate

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<u>Slight</u>				<u>Highly Satisfactory</u>		
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

- 1) DDO briefings
- 2) ELINT briefing ()
- 3) NPIC

STATINTL

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

- 1) EEO (much too long for subject matter)
- 2) Agency Communications + Computer Support (DDA)
- 3) Current Reporting of Int. (too long for subject matter)

4. Please identify any topics that were excluded from the Course that would have been useful to you:

N/C

5. Additional Comments:

Course generally good and informative. Several talks were much too lengthy for the amount of useful information they presented. If the appropriate areas were trimmed to 1/2 hour, the course might be run in a time of 1 1/2 weeks; ~~this~~ shortening seems highly desirable.

Again, course as a whole is excellent, very informative and useful.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

[Redacted Name]

Time in Agency:
Less than 6 months ☒
6 months-2 years ☐
Over 2 years ☐

DDA / OL / PMS
Directorate

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1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>							<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7		
/	/	/	/	/	/	(1)		

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

FOIA
overt and Covert Collection of Intelligence (NPIC)
DDO Story - [Redacted]
ODP related to Logistics support

STATINTL

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

None - all subjects contributed to my understanding of C.I.A.

4. Please identify any topics that were excluded from the Course that would have been useful to you:

None

5. Additional Comments:

Audio-visual aids used in many presentations were very good as well as helpful in understanding what the speaker was talking about. Some speakers spoke with no aids and it was easy to drift.

Good speakers -

STATINTL

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DDI
Directorate

Time in Agency:
Less than 6 months
6 months-2 years
Over 2 years

X 1-yr

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<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	X	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

Covert Action

DDO story

lunch time films

my wife enjoyed the evening briefing

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

STATINTL

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

Be sure the speaker has the mike close - not just so you can hear. It is much more difficult to stay awake when the speech is low key. It is easier to stay awake when you don't have to strain to hear.

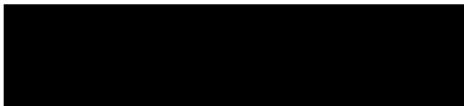
STATINTL

Suggest to [redacted] that his talk could be much more interesting if he would answer with examples the questions he poses. Don't just pose questions that have come before OGC, but give complete examples. Do not leave unanswered questions sprinkled throughout. Ask the speaker to repeat the questions asked.

INTRODUCTION TO CIA

Evaluation Form

STATINTL



Time in Agency:
Less than 6 months _____
6 months-2 years _____
Over 2 years 3 yrs

DDST
Directorate

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1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	(6)	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

Some briefings were more helpful than others because we were given an idea of the kinds of situations that component is called upon to handle, with examples, or in such as the Weapons Int and Communications briefings, they provided a "layman's explanation" in fields that are completely unknown to me. This sort of substantive information is more useful than hearing complaints about why one office was moved to another directorate or the history of conflicts between DIA + CIA. A few speakers lapsed into unprofessional "gripe sessions." Most useful and enjoyable - briefings on OSR, Ops Center, FOIA, Media, Weapon Intell, ELINT, & Current Intelligence.

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

Although the speakers were good and handled their subject matter well, most of what was covered in the briefings by Ope of Training, Personnel, EEO & Medical Services I already knew. There was some duplication between these and our initial EEO briefings. The briefing by [REDACTED] on Tue night was not what I expected - We would have appreciated more answers on how spouses are to "live" with cover, etc., instead of just a "wiring diagram" and definitions. STATINTL

4. Please identify any topics that were excluded from the Course that would have been useful to you:

I would like to know more about Agency finances, such as who makes budget decisions and on what criteria such decisions are based.

5. Additional Comments:

After 3 years with the Agency, I am finally learning what we do! That's great! It has really been a help to me to understand the organization and functions. I particularly appreciated the candor of the speakers in answering all questions. Not once did a speaker respond with "Why do you need to know that?" or "That is not the subject of my briefing." as I have encountered in other briefings - I am convinced for the first time that there are managers in the Agency that really care about the interests of the junior professionals.

The films at lunchtime really enhanced the course. I was sorry to see there were no women speakers, and the only black was the EEO speaker. I hope this is not a typical cross-section of management, but I fear it is just that.

Overall, I think the course is excellent - it was 2 weeks well spent which will be of value to me in the future.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DDI / OWI
Directorate

Time in Agency:
Less than 6 months ☒
6 months-2 years ☐
Over 2 years ☐

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1. Please indicate on the scale below the degree to which the Course met its stated objectives:

<u>Slight</u>							<u>Highly Satisfactory</u>
1	2	3	4	5	6	7	
/	/	/	/	/	/	/	

2. Identify at least three items (general subjects or specific topics) that were the most useful to you: Those lectures from Officers that offered a particular service to the Analyst / Agency Employee seemed to be the most useful. They were: NPIC- Office of Imagery Analysis, Office of Medical Services, Freedom of Information + Privacy Acts, Office of Central Reference. OTS - [redacted] provided a very good briefing.

STATINTL

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INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

OGC / FOIA

Directorate

Time in Agency:
Less than 6 months ☒
6 months-2 years ☐
Over 2 years ☐

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<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

- ① [redacted] talk on the O.C.R.
- ② [redacted] talk on Covert Action.
- ③ [redacted] talk on the Intelligence Community.

STATINTL

STATINTL

STATINTL

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

STATINTL a) [REDACTED] talk on the OSR. His personal problems with the NSA dominated his talk with the result that I did not learn very much about OSR and the work that they do.

STATINTL b). [REDACTED] talk.
[REDACTED]

4. Please identify any topics that were excluded from the Course that would have been useful to you:

A quick review of Communism - its history, leaders, and divergent theories - would have been helpful just before the talks on the USSR and PRC.

* I think the course can be improved with a lecture from someone from the DCA's immediate staff, especially since we have a new Director.

5. Additional Comments:

The films shown during lunch were excellent and greatly added to the worth of this course. The visits to the Office of Imagery Analysis and the library were also very informative and worthwhile.

I very much enjoyed the course and will highly recommend it. [REDACTED]

The films on England, the Kremlin, the weather, and printing facilities at the CIA were especially good.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

ADMIN
Directorate

Time in Agency:
Less than 6 months X
6 months-2 years _____
Over 2 years _____

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<u>Slight</u>							<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7		
/	/	/	/	/	<u>X</u>	/		

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

NPIC OIA BRIEFING (extremely interesting even though I will not directly use their output)
COVER STAFF BRIEFING (helped put my cover in proper perspective)
IMAGERY COLLECTION FILM (NEW SYSTEM)
OCR presentation

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

- Characteristics of Intelligence Sources
- Equal Employment Opportunity

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

Why not bring in spokesmen from NSA, DIA, ETC, to give us a short view of what they do.

The lunch presentations were quite good. They helped the program.

Even though many topics do not directly relate to my work in OC, ~~the~~ the course will be a huge help in a indirect way.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

[REDACTED]

Name

IG/AUDIT STAFF
Directorate

Time in Agency:
Less than 6 months ☒
6 months-2 years ☐
Over 2 years ☐

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<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

OSR PRESENTATION ON PRODUCTION (RESEARCH) PROCESS

[REDACTED]

OPS PRESENTATION

[REDACTED]

PRESENTATION

STATINTL

STATSPEC

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

REQUIREMENTS AND EVALUATION STAFF
PRESENTATION WAS DIFFICULT TO FOLLOW.
WEATHER MACHINE VIDEO TAPES WERE
NOT VERY RELEVANT TO THE COURSE.
EVERYTHING ELSE WAS RELEVANT OR USEFUL TO
SOME EXTENT TO

4. Please identify any topics that were excluded from the Course that would have been useful to you:

I CAN'T THINK OF ANYTHING.

5. Additional Comments:

None

INTRODUCTION TO CIA

Evaluation Form

STATINTL

[Redacted Name]

Time in Agency:
Less than 6 months ☒
6 months-2 years ☐
Over 2 years ☐

DDI
Directorate

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<u>Slight</u>					<u>Highly Satisfactory</u>		
1	2	3	4	5	6	7	
/	/	/	/	/	(1)	/	

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

OFFICE OF TECHNICAL SERVICE - Interesting, informative
ELINT - Very interesting.
NATURE AND PROBLEMS OF INTELLIGENCE RESEARCH - EXCELLENT. ONLY
EXPLANATION AND INTRO I'VE HAD TO RESEARCH, CAREER
OPPORTUNITIES.

ECONOMIC INTELLIGENCE - Will be a direct HELP in INFORMATION I USE.
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ADMINISTRATIVE - INTERNAL USE ONLY

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

PERSONNEL MANAGEMENT - NOT MUCH NEW EXCEPT FOR KNOWLEDGE OF FILE ACCESSIBILITY.

COVERT ACTION IN PERSPECTIVE: TOO MUCH TIME DEVOTED TO APPROVAL PROCESS AND DIAGRAMS;

CHARACTERISTICS OF INTELLIGENCE SOURCES - HAVE LITTLE NEED FOR THAT SORT OF INFORMATION.

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

STATSPEC

██████ WAS INTERESTING AND USEFUL AS WAS THE OPERATIONS CENTER. MOST OF THE INFORMATION WAS USEFUL AND INFORMATIVE, BUT SOME WAS TOO DETAILED FOR BASIC INTRODUCTION PURPOSES AND IN SOME INSTANCES REPETITIVE (I.E. PERSONNEL).

GOOD COURSE. FUNCTIONAL PROGRAM FORMAT MAKES SENSE TO ME. THANKS

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name

DD&T
Directorate

Time in Agency:

Less than 6 months ✓

6 months-2 years

Over 2 years

You will recall there are two basic objectives of the Course.
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<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

- ① OCR
- ② DSO (overall)
- ③ Evening Session

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

1. IEO
2. OMS
3. Central Command

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

Original report on
Very Wonderful attending

INTRODUCTION TO CIA

Evaluation Form

STATINTL

[Redacted Name]

Name

DDO/SRD

Directorate

Time in Agency:
Less than 6 months
6 months-2 years
Over 2 years

18 yrs

You will recall there are two basic objectives of the Course.
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Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

Visit to NPIC - very informative, well-conducted, as was the visit to the Ops Center - but this could be because I'd never been to either one previously - helps to see how they function & what they do. Most of the technical briefings were useful to me - good exposure to Technical Collection.

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

Found the course useful in general.

The EEO presentation - still not clearly defined as to what one does if he/she has a "prejudice" and does not know if it is due to race, sex, religion etc. - hard to know if it should go to IG, EEO, etc.

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

I think the CA presentation could have been more interesting - most people would have enjoyed some more detail re CA - rather than the graph presentation.

The films during lunch "Law and Order" makes use of this time - good selection of films.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

Name [REDACTED]

DDI
Directorate

Time in Agency:
Less than 6 months ☒
6 months-2 years ☐
Over 2 years ☐

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<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

1. THE TRIP TO NPIC.
2. the combination of the OWI and data processing discussion (both impact on my work and interests)
3. DDO, operations covert and overt - was very interesting
4. the Tuesday night unclassified talk.

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

1. the talk on medical services
2. the talk on Inspector general office
3. the talk on Equal Opportunity.

4. Please identify any topics that were excluded from the Course that would have been useful to you:

None really — everything I know of was covered although the emphasis could be changed (see #5)

5. Additional Comments:

The emphasis on structure was overdone in my opinion. Wire charts were a part of each and many things were repeated. As a suggestion for ~~the~~ new personnel — how about more specifics; areas, film trips and fewer managerial and legal discussions. Also more DDO and court operations would keep the attention level high.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

[Redacted]

Name

STATSPEC

[Redacted]

Directorate

Time in Agency:
Less than 6 months ☒
6 months-2 years ☐
Over 2 years ☐

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1. Please indicate on the scale below the degree to which the Course met its stated objectives:

Slight

Highly Satisfactory

1	2	3	4	5	6	7
/	/	/	/	<i>DDH</i>	/	<i>✓</i>

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

Relevant

STATSPEC

[Redacted]

B.B.D.

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

N/A

4. Please identify any topics that were excluded from the Course that would have been useful to you:

N/A

5. Additional Comments:

*Very good instruction program in
a topic of C.I.A. interest*

INTRODUCTION TO CIA

Evaluation Form

STATINTL



Time in Agency:

Less than 6 months

6 months-2 years

Over 2 years

X

DDI
Directorate

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1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

Most useful ~~to~~ to me as an individual employee (not necessarily most interesting):

- Tour of NPIC for opportunity to meet ^{individual} PI counterparts
- ~~OSR~~ OSR Overview (Nature + Problems of Research) for general philosophy

OMS overview for individual services available (NOT for writing diagrams)

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

- detailed ~~and~~ internal organizational charts of several
- first group discussions - topics were largely unapproachable at that point in course - later in course might have been more useful

4. Please identify any topics that were excluded from the Course that would have been useful to you:

None occur to me

5. Additional Comments:

Many topics could have been adequately covered in shorter (perhaps 1/2 hour presentations), particularly the Personnel Management Topics. This might be a function of the speakers.

INTRODUCTION TO CIA

Evaluation Form

STATINTL

[Redacted Name]

Time in Agency:
Less than 6 months ☒
6 months-2 years ☐
Over 2 years ☐

DDI
Directorate

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<u>Slight</u>					<u>Highly Satisfactory</u>	
1	2	3	4	5	6	7
/	/	/	/	/	/	/

2. Identify at least three items (general subjects or specific topics) that were the most useful to you:

1. The reading items in the black notebook
2. The speakers from FOIA, DDO, and OSR, L.C.
3. The discussion group.

3. Identify at least three items (general subjects or specific topics) that were least useful to you:

1. The IQ talk.
2. Field trip to OCR.
3. Some of the topics discussed.

4. Please identify any topics that were excluded from the Course that would have been useful to you:

5. Additional Comments:

1. None. trip would be helpful.
2. Perhaps, instead of a functional breakdown (which over the course of a week or so may be lost on the student), the more "controversial" topics could be spread out over the duration of the 2 wks.
3. There should be more discussion groups or general discussion sessions. These are useful not only to meet people, but to stimulate one's thoughts and at least to force you to think out the problems of ~~the~~ the media, etc.
4. Some topics (IG, FEO, R, EV, ICS, etc.) should be only a half-hour long.